

Ten (10) programs within the **Workforce Enhancement Program**

Program Title	Program Description	Delivery Method
Workforce		
Effective Goal Setting and Follow Through	Provides participants with techniques for setting effective goals enabling them to measure and meet their objectives in the new results-oriented culture	Instructor-Led
Project Management for Non-Project Managers	Outlines fundamental leadership and organizational skills required to effectively manage aspects of projects including time management, planning, allocation of resources, and implementation	eLearning
Problem Solving Strategies	Details methods of critical thinking and managing group conflict that will be valuable for troubleshooting in a wide range of situations	eLearning
Building and Maintaining a Results-Oriented Culture	Facilitates enhanced Agency performance management through building a culture where the focus is on outcomes, accountability and excellence	Instructor-Led
Managers and Supervisors		
Coaching, Evaluating and Delivering Constructive Feedback	Provides managers the skills to successfully coach, develop and evaluate individuals and teams. This series will be expanded to supervisors in FY14	Email-based Learning Series
Leadership (Directors and Above)		
Leadership Excellence Program for Senior Management	Challenges agency executives to excel within a framework that emphasizes leading change, building collaboration and influence and fostering entrepreneurship and directing high performing teams	Instructor-Led
HR and Others		
Business Process Redesign	Prepares you to analyze “As-Is” business processes and design “To-Be” processes, taking into consideration change management factors	Instructor-Led

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Workforce Analytics	Demonstrates how applying analytics can help make better informed workforce decisions related to hiring, training and succession planning	Instructor-Led
Strategic Workforce Planning and Succession Planning	Provides HR professionals with an understanding of workforce planning (aligning priorities of the organization with workforce needs) and succession planning (identifying and developing internal talent to fill key positions)	Instructor-Led
HR		
Becoming an HR Business Partner	Explores the new HR Business Partner (HRBP) role: expectations, responsibilities and considerations for success when working closely with Leadership and other managers	Instructor-Led